

REFERENCE TITLE: state employees; living donor leave.

State of Arizona
Senate
Forty-eighth Legislature
Second Regular Session
2008

SB 1253

Introduced by
Senators Burns: Harper

AN ACT

AMENDING TITLE 41, CHAPTER 4, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 41-705; RELATING TO STATE EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:
2 Section 1. Title 41, chapter 4, article 1, Arizona Revised Statutes,
3 is amended by adding section 41-705, to read:
4 41-705. State employee living donor leave; definitions
5 A. AN EMPLOYEE IS ENTITLED TO A LEAVE OF ABSENCE FOR THE TIME
6 SPECIFIED FOR THE FOLLOWING PURPOSES:
7 1. FIVE WORK DAYS TO SERVE AS A BONE MARROW DONOR FOR A BONE MARROW
8 TRANSPLANT IF THE EMPLOYEE PROVIDES THE EMPLOYEE'S EMPLOYER WITH WRITTEN
9 VERIFICATION THAT THE EMPLOYEE IS TO SERVE AS A BONE MARROW DONOR.
10 2. THIRTY WORK DAYS TO SERVE AS AN ORGAN DONOR FOR A HUMAN ORGAN
11 TRANSPLANT IF THE EMPLOYEE PROVIDES THE EMPLOYEE'S EMPLOYER WITH WRITTEN
12 VERIFICATION THAT THE EMPLOYEE IS TO SERVE AS AN ORGAN DONOR.
13 B. AN EMPLOYEE WHO IS GRANTED A LEAVE OF ABSENCE PURSUANT TO THIS
14 SECTION IS ENTITLED TO RECEIVE BASE PAY WITHOUT INTERRUPTION DURING THE LEAVE
15 OF ABSENCE. FOR THE PURPOSE OF DETERMINING SENIORITY, PAY OR PAY ADVANCEMENT
16 AND PERFORMANCE AWARDS AND FOR THE RECEIPT OF ANY BENEFIT THAT MAY BE
17 AFFECTED BY A LEAVE OF ABSENCE, THE SERVICE OF THE EMPLOYEE IS CONSIDERED
18 UNINTERRUPTED BY THE LEAVE OF ABSENCE.
19 C. THE EMPLOYER SHALL NOT PENALIZE AN EMPLOYEE FOR REQUESTING OR
20 OBTAINING A LEAVE OF ABSENCE PURSUANT TO THIS SECTION.
21 D. FOR THE PURPOSES OF THIS SECTION:
22 1. "BONE MARROW" MEANS THE SOFT MATERIAL THAT FILLS HUMAN BONE
23 CAVITIES.
24 2. "BONE MARROW TRANSPLANT" MEANS THE MEDICAL PROCEDURE BY WHICH
25 TRANSFER OF BONE MARROW IS MADE FROM THE BODY OF A PERSON TO THE BODY OF
26 ANOTHER PERSON.
27 3. "EMPLOYEE" MEANS A PERSON EMPLOYED IN A POSITION IN ANY OFFICE,
28 BOARD, COMMISSION OR DEPARTMENT IN STATE GOVERNMENT.
29 4. "HUMAN ORGAN TRANSPLANT" MEANS THE MEDICAL PROCEDURE BY WHICH
30 TRANSFER OF AN ORGAN OR PART OF AN ORGAN IS MADE FROM THE BODY OF A PERSON TO
31 THE BODY OF ANOTHER PERSON.
32 5. "ORGAN" MEANS HUMAN ORGANS OR PARTS OF AN ORGAN THAT ARE CAPABLE OF
33 BEING TRANSFERRED FROM THE BODY OF A PERSON TO THE BODY OF ANOTHER PERSON.